

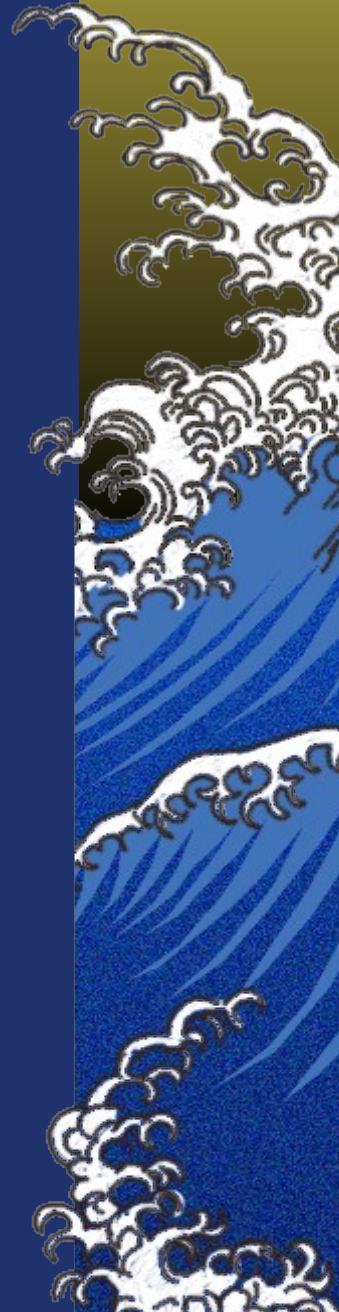
# Oceanography Community Brief

CAPT Ernie Petzrick  
LCDR Brian Connon  
PERS 449



# Overview

- Introduction and News
- Community Health and Analysis
- Enterprise Opportunities
- Individual Augmentations
- Career Guidance



# News

- ▲ Navy Manpower now belongs to N1
- ▲ New Billets
  - ▲ Sembach
  - ▲ CFFC JFMCC
  - ▲ DIRJIATFEAST
  - ▲ NECC
- ▲ New detailer inbound-LCDR Marc Eckardt
- ▲ Community Re-org
- ▲ Congrats to FY07 LDOs:
  - ▲ Rainer, Nutting, Fryar



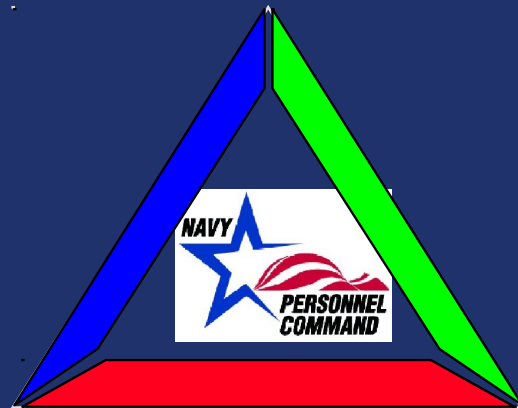
# Our Mission

- ✦ Detailers for 1800 and 6460 designators
- ✦ Placement officers for OCEANO Commands and NGA
- ✦ Community Managers for 1800s



# Detailing – Voice for the Individual

**Navy's Needs**



**Officer's  
Career  
Progression**

**Personal Desires**





# Placement - Voice for the Command

- ▶ Provide appropriate officers (rank, design, experience) at the right time for each command
- ▶ Training tracks developed by placement

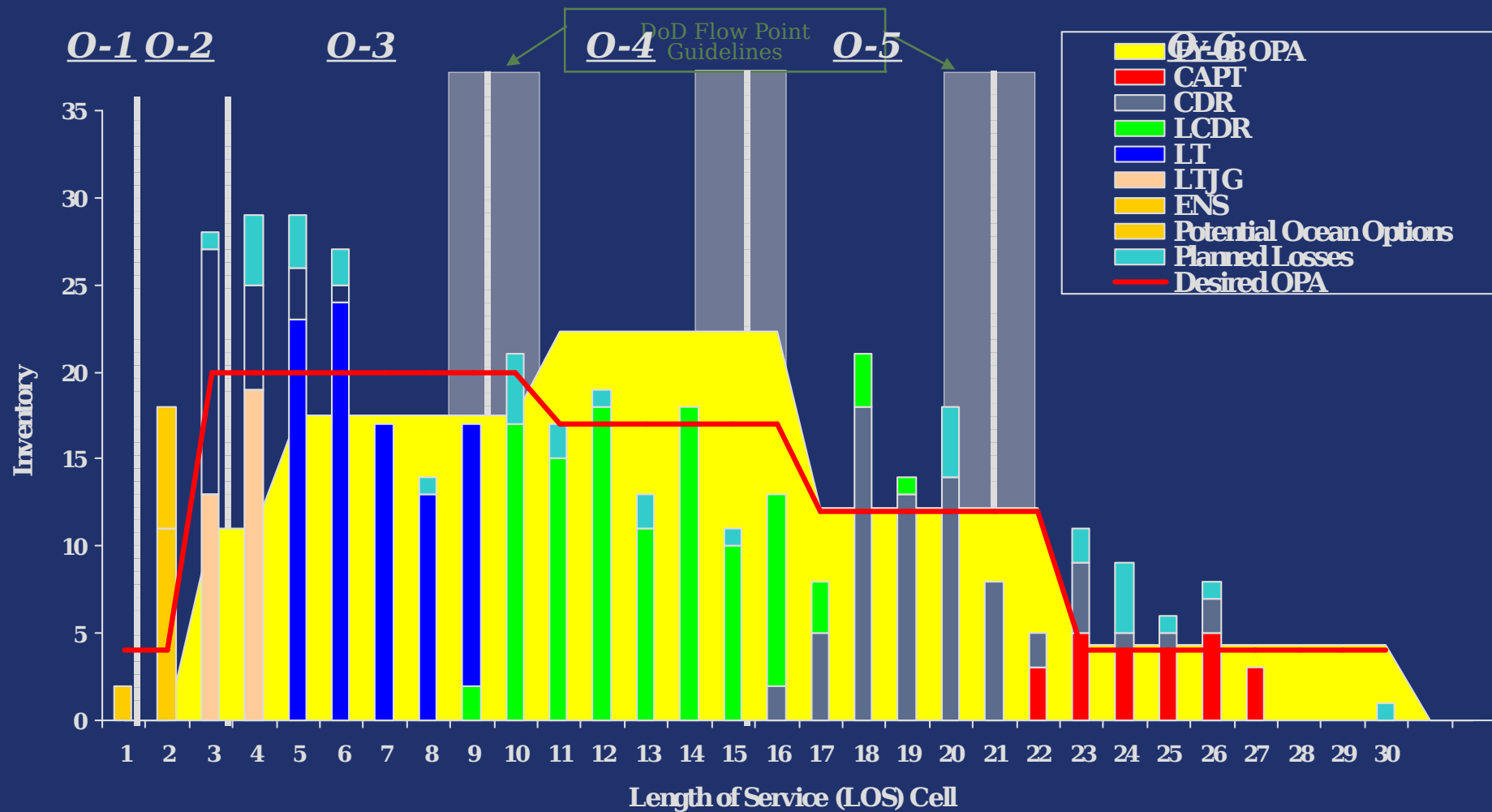


# Community Management

- ★ Accessions
- ★ Strength Planning
- ★ Promotion Planning



# Oceanography Officer Community



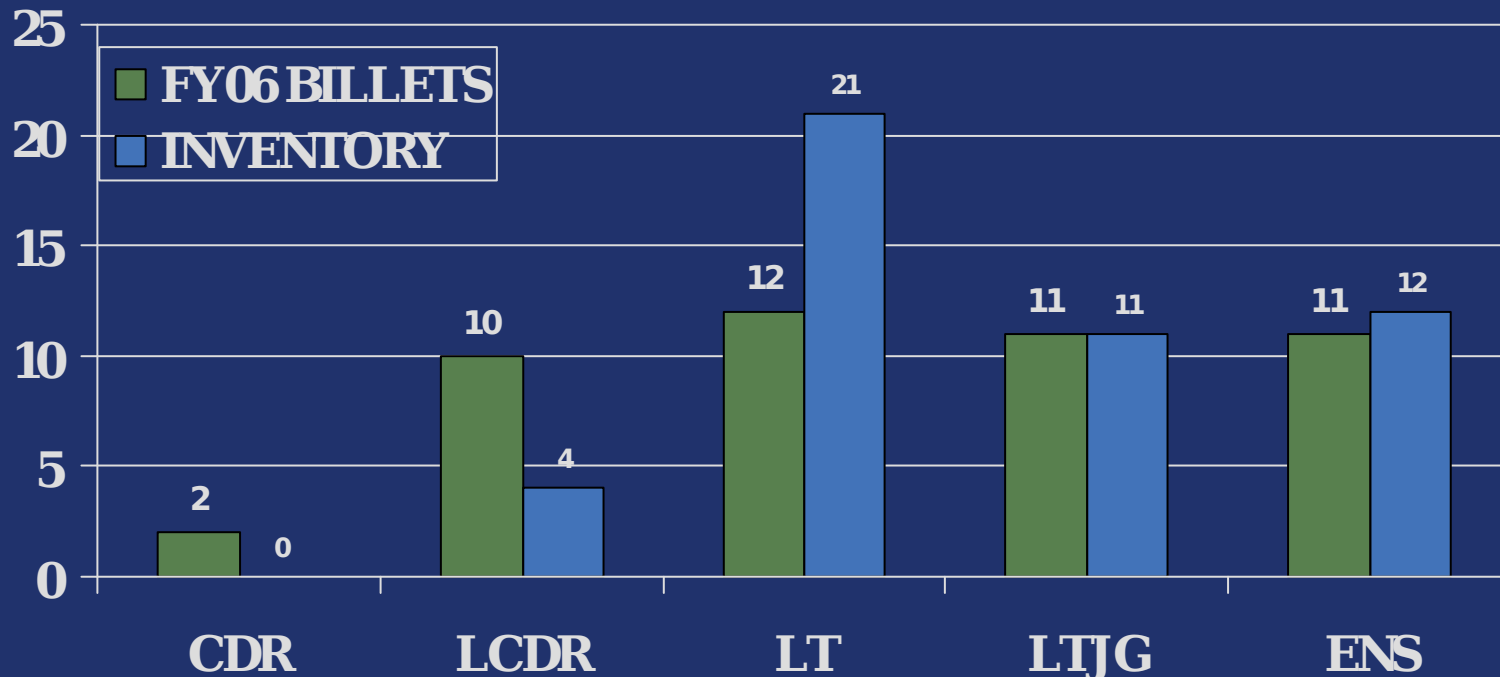


# 1800 Accession Plan

(Goals/Actual to date)

<u>SOURCE</u>	<u>FY04</u>	<u>FY05</u>	<u>FY06#</u>
USNA^	1/2	0/0	0
NROTC /ECP^ 0		1/0	0/0
OCS	4/4	0/0	0
Lateral Xfer*	9/9	14/2	11/4
Ocean Option* 15/5	21/21	20/17	
Attrites	0/0	0/2	5/4
<u>Recall</u>	<u>0/0</u>	<u>0/0</u>	<u>0</u>
TOTALS	36/36	34/21	
31/13			

# ***LDO Community Profile***



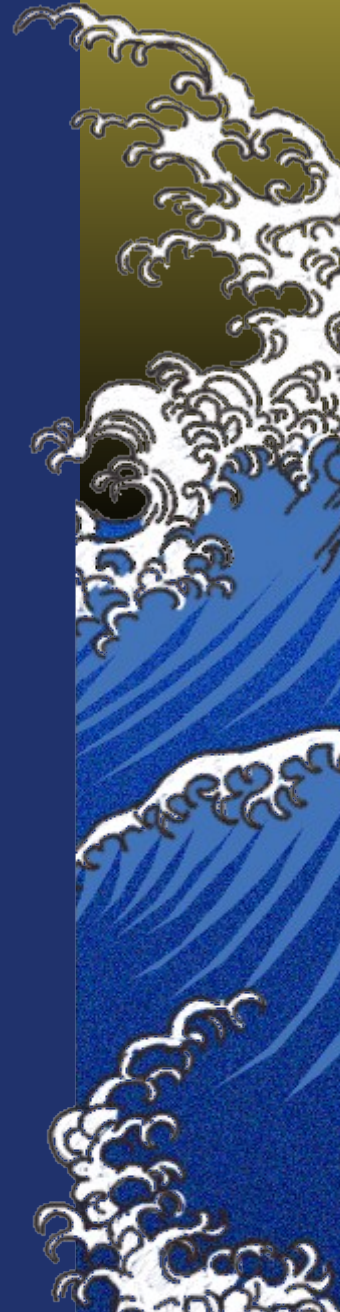
**FY06 Billets: 46**

**FY06 Inventory: 48**

**3 for FY07**

# Where am I going?

- ★ Factors you must consider:
  - ★ Career desires
  - ★ Personal satisfaction
  - ★ OCEANO (Navy) needs
  - ★ PRDs
  - ★ Promotion wickets
- ★ Help me to help you



# OCEANO Officer (1800) Career Development Opportunities

<b>RDM L</b>	<b>★ Commander, Naval Meteorology and Oceanography Command</b>
<b>CAPT</b>	<ul style="list-style-type: none"><li>❑ <b>Major Shore Command, Enterprise Milestones and Staff</b><ul style="list-style-type: none"><li>● Post-Command: CNMOC CoS, Deputy Oceanographer</li><li>● Command: Production Centers, USNAVOBSY, CNMOC COO</li><li>● Enterprise: Directors of Oceanography Operations</li><li>● Major Staff/Joint: OSD, JCS, SECNAV, OPNAV, NGA, Unified Commands, FLTCOM, ONR</li></ul></li></ul>
<b>CDR</b>	<ul style="list-style-type: none"><li>❑ <b>CDR Command, Enterprise Milestones, Numbered Fleets, OCEANO Activities, Major Staffs</b><ul style="list-style-type: none"><li>● Afloat: Numbered Fleet, NOAT, OA Det</li><li>● Ashore: CO, Directorate EA, SMO</li><li>● Major Staff/Joint: JCS, OPNAV, CNMOC, ASN, Unified CINC, NRL</li><li>● Education: JPME I/II (NWC, NDU)</li></ul></li></ul>
<b>LCDR</b>	<ul style="list-style-type: none"><li>❑ <b>Principal Sea Tour, OIC/DH, Education</b><ul style="list-style-type: none"><li>● Afloat: CSG, CV(N), SGOTs, NOAT</li><li>● Ashore: OIC, DEPT Head, PEP</li><li>● Education/Certs: JPME I (NWC/USMC/USAF), CAT A Hydro, PhD</li></ul></li></ul>
<b>LT LTJG ENS</b>	<ul style="list-style-type: none"><li>❑ <b>General Experience Tours (Afloat and Ashore), Education</b><ul style="list-style-type: none"><li>● Afloat: URL tours, MET, FST/Hydro, NOAT (NSW, ASW, MIW)</li><li>● Ashore: OIC, DH, PEP</li></ul></li></ul>

# ***Postgraduate Education***

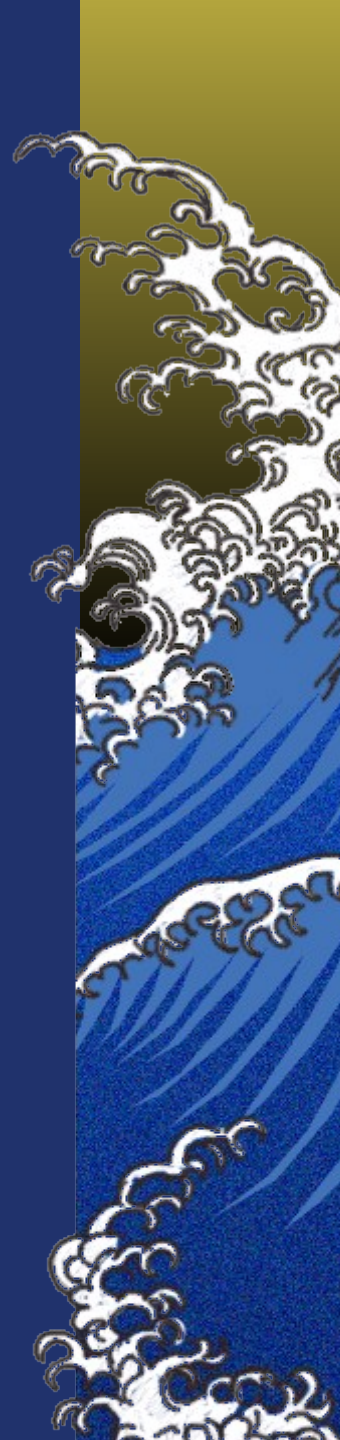
- ▶ LCDR and above billets require 6401P (METOC Operational Sciences) - Can earn only at NPS
- ▶ 6402P (Oceanography)
  - ▶ can be earned at MIT/WHOI
  - ▶ May be granted to an officer with MS from CIVINS coupled with operational experience (subject to NPS review)
- ▶ NPS requires APC of 323 (can get waiver for 334)



# ***Joint Professional Military Education***

- ✦ Phase I – In-residence or correspondence
- ✦ Phase II – In-residence (NWC/ICAF/JAWS/JCWS)
- ✦ FY10, Phase I required to attend any senior college.
- ✦ Joint education opportunities:
  - ✓ 1800 Quotas = 3 / yr : NWC & USMC (Senior /Junior)
  - ✓ Joint follow-on tour becoming the **norm** for NWC
  - ✓ Joint follow-on tour a **requirement** for NDU
- ✦ JSO = JPME I & II + JOINT TOUR + BOARD

*SENIOR NAVAL OFFICERS MUST BE SKILLED JOINT WARFIGHTERS WHO ARE STRATEGICALLY MINDED, CRITICAL THINKERS AND WHO FUNDAMENTALLY THINK IN A JOINT CONTEXT AT THE OPERATIONAL AND STRATEGIC LEVELS OF WAR.*





# ***Joint Duty & Education***

- ♣ METOC Joint Duty Tours - 18 Total
  - ✓ 6 CAPT: NGA(2), ATC, NDU, NATO MIL COM (ROT), OSD(ROT), PACOM
  - ✓ 5 CDR: JCS, STRATCOM, SACLANT RESRCHCEN, JFCOM
  - ✓ 7 LCDR: NGA, STRATCOM (3), EUCOM, CENTCOM, AFSOUTH



# ***Milestone Opportunities (CDR)***

## 11 Command Ashore Pin Billets

Commanding Officer, Naval Technical Training Unit, Keesler AFB  
Commanding Officer, Naval METOC Prof Development Center, Gulfport  
Commanding Officer, Naval Ice Center  
Commanding Officer, Naval Strike Group Oceanography Team, Norfolk  
Commanding Officer, Naval Strike Group Oceanography Team, San Diego  
Commanding Officer, ASW Oceanography Team, Yokosuka, JA  
Commanding Officer, Naval Aviation Forecast Center, Norfolk  
Commanding Officer, Naval Special Warfare Oceanography Team, Coronado  
Commanding Officer, Fleet Survey Teams  
Commanding Officer, Naval Oceanography ASW Team, Stennis  
Commanding Officer, Naval Oceanography MIW Team, San Diego

## 17 Commander Milestone Billets

Fleet Oceanographer, COMSECONDFLT	Senior METOC Officer, JFCOM
Fleet Oceanographer, COMTHIRDFLT	Senior METOC Officer, STRATCOM
Fleet Oceanographer, COMFIFTHFLT	Staff Oceanographer, NECC
Fleet Oceanographer, COMSIXTHFLT	Operations Officer, FNMOC
Fleet Oceanographer, COMSEVENTHFLT	Operations Officer, NAVO
JCS Staff, J3	XO, NPMOC/JTWC
Staff METOC/Oceanographer, FASWC	JCS Staff, J2P
OIC, Maritime Weather Operations, Norfolk	<b>(JCS Staff, J2/3 GI&amp;S)***</b>
Deputy Supp, USNO	

Total: 28



# ***Milestone Opportunities (CAPT)***

## 3 Post-Command Tours

Deputy, Oceanographer of the Navy  
Chief of Staff, CNMOC  
METOC Services Officer, CFFC

## 5 Commands

Superintendent, U.S. Naval Observatory  
CO, Fleet Numerical METOC Center, Monterey  
CO, Naval Oceanographic Office  
Chief of Operations, CNMOC  
CO, NAVPACMETOCCEN/JTWC Pearl Harbor

## 17 Milestones

Director Oceanography Operations:

Naval Special Warfare (NSW)

Mine Warfare (MIW)

Aviation (AVN) Fleet Ops (FLT)

Maritime (MAR) Anti-Submarine Warfare (ASW)

Navigation (NAV)

Intel/Surv/Recon (ISR)

PEO-C4I, Commander Space and Naval Warfare Systems Command

Executive Officer, Naval Oceanographic Office

Executive Officer, Fleet Numerical METOC Center, Monterey

Staff METOC Officer, COMPACFLT

Chief, Maritime Division, NGA Office of Global Navigation

N71RB Deputy Director for ISR

NAVDEPNOAA

Oceanography Community Manager

Senior METOC Officer (SMO), PACOM\*

Total: 25

# Individual Augmentations

- ▶ Navy increasing participation
  - ▶ CSG as JTF HOA
  - ▶ Base Ops
- ▶ METOC will have fair share
- ▶ 179-545 Days
- ▶ Not a bad thing!!



# ***1800 Promotion Opportunity and Flow Points for FY07***

## **"DOPMA GUIDANCE"**

<u><b>Grade</b></u>	<u><b>Opportunity*</b></u>	<u><b>Flow Points</b></u>	<u><b>(1800)</b></u>
<b>CAPT</b>	<b>50%</b>	<b>22 yrs +/- 1 yr</b>	<b>(21-2)</b>
<b>CDR</b>	<b>70%</b>	<b>16 yrs +/- 1 yr</b>	<b>(15-5)</b>
<b>LCDR</b>	<b>80%</b>	<b>10 yrs +/- 1 yr</b>	<b>(9-0)</b>
<b>LT</b>	<b>All Qualified</b>	<b>4 yrs*****</b>	
<b>LTJG</b>	<b>All Qualified</b>	<b>2 yrs</b>	

**\* +/- 10% as required**

**\*\*\*\*\* Junior Officer Review Board**

# 5-Year Promotion

## Plan

<u>CAPT</u>	<u>FY06</u>	<u>FY07</u>	<u>FY08</u>	<u>FY09</u>	<u>FY10</u>
YG IN ZONE	84/85	85/86	86/87	87	88
# IN ZONE	12	13	11	10	10
OPPORTUNITY		50%	60%	55%	
50% 50%					
FLOW POINT	21-08	21-02	21-03	21-09	21-07

<u>CDR</u>					
YG IN ZONE	89/91	91/92	92/93	93/94	93/94
# IN ZONE	18	16	16	16	16
OPPORTUNITY		80%	65%	75%	70%
70%					
FLOW POINT	15-10	15-05	15-06	15-02	15-03

<u>LCDR</u>					
YG IN ZONE	97	98/99	99/00	00	01
# IN ZONE	18	13	13	20	20
OPPORTUNITY		90%	85%	90%	80%
80%					
FLOW POINT	0-00	0-00	0-00	0-00	0-00

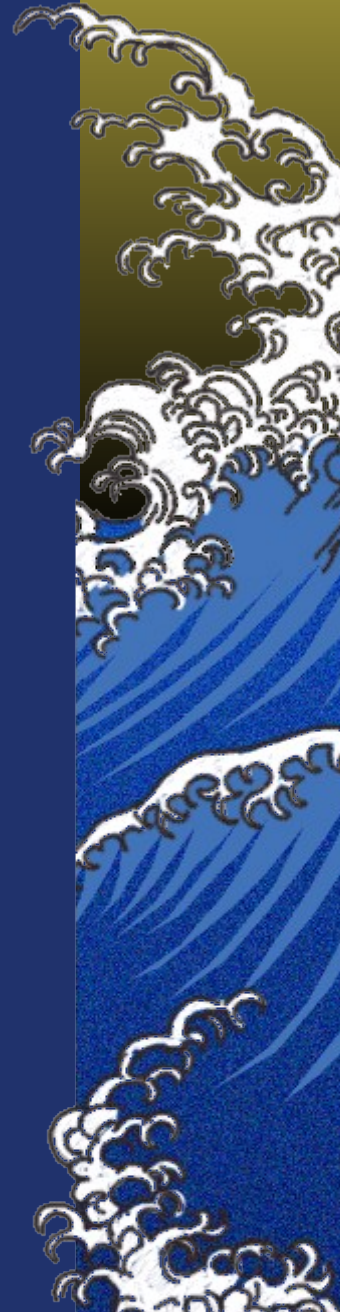


# ***Your Record***

- ★ Maintenance of your Officer record is **your** responsibility
- ★ Your official record consists of:
  - ★ Official Digital Record (a.k.a. microfiche)
  - ★ Officer Data Card (ODC)
  - ★ Officer Summary Record (OSR)
  - ★ Performance Summary Record (PSR)
- ★ Official records are maintained by NAVPERSCOM (PERS-31)
- ★ To review your digital record, you must request your CD by mail/fax **or** travel to NAVPERSCOM to access via PERS-31 computers
- ★ ODC/OSR/PSR available via the Internet
- ★ We can assist/provide guidance on record correction if required

# ***ODC/OSR/PSR Online***

- ✦ You can access your ODC/OSR/PSR online
- ✦ Use your Bupers Access UID (SSN) and password
- ✦ Site contains explanation of fields and also directions on how to correct
- ✦ Viewing your digital record online is in beta testing.



# ***Selection Board Preparation***

**Check and re-check your ODC, OSR/PSR and CD:**

- **FITREPS and OSR/PSR must match**
- **Unreadable documents**
- **Missing Reports and Awards**
- **Photo in current grade no longer required**
- **Concurrent with no Regular Report**
- **Wrong administrative information (ODC and OSR/PSR)**
- **Gaps/overlap due to incorrect report/detaching dates**
- **Medical - if you have a Fiche 5 entry due to medical which**

# ***Selection Boards - In the Tank***

**Newest** → **Oldest**



**No Photo!**

**Briefing member begins brief as soon as record pops up**

**Members vote 100, 75, 50, 25 or 0 confidence**

**Brief ends when all members have voted as indicated on the vote tally computer**

**Typical brief is 30-60 seconds**

**When all records are voted, a scattergram of scores is displayed. From these “confidence” votes, selections are made to promote, send to follow-on tank, or remove from further consideration**



# OSR Summary

FOR OFFICIAL USE ONLY NAVPERS 1070/123 (REV 2-77)

OFFICER SUMMARY RECORD

VUB1265

NAME		YG 85		DATE PROC: 052101		SEQ. NUM: B1265	
SSN	FILE NO	DESIGNATOR	DATE OF BIRTH	AGE	PROF. SERV. DATE	FOR BOARD USE	
PROM HISTORY: DATE OF RANK	CAPT.	CDR	LCDR	LT	LTJG	ENS	WARRANT
		010501	960101	890801	870726	850726	
PRESENT DUTY STATION				PRESENT BILLET			
CNAVPERSCOM MALL				PERS DIST OFF/			
EDUCATION				SERVICE SCHOOLS ATTENDED			
COLLEGE	DATE/LEVEL	MAJOR	LANG. PROF	SUB-SPEC	COURSE: AV SAFETY OFF MIL JUS NON LA		
TROY SU	92 MASTER	MANAGMNT		0044R	DATE/WEEKS 9705 06 8706 04		
CITADEL	83 BACH/1 PR	POL SCI		0033S	COURSE: NLDP DOBC		
				0037S	DATE/WEEKS 8701 01		
					COURSE: DATE/WEEKS:		
ACTIVE DUTY BASE DATE	PREVIOUS MILITARY SERVICE:	YEAR	MONTHS	HIGHEST RATE/GRADE	REMARKS		
850331	N	85	004	AOC	PROVEN SUB-ANTISUBMARINE WARFARE		
		PERSONAL DECORATIONS			SELECTED FOR JUNIOR SERVICE COLLEGE		
		HIGHEST AWARD					
		NAV COM 05 NAV ACHV 01					
		SPECIAL QUALIFICATIONS					
1	ASWCARSH60F	7	PLTTRA HELO				
2	CSAR	8	NFLTEXPHELO				
3	HELOINSTFLT	9					
4	OOD FLEET	10					
5	ATK/SAR H1	11					
6	ASWCAR SH3	12					

**PSR**

## PERFORMANCE SUMMARY REPORT

SUBMITTED BY: VUB1265

DATE OF REPORT: 05/21/01

NAME (LAST, FIRST, MIDDLE)						DESIG/RATE				SSN				PAGE 1 OF 1							
PG	STATION	DUTY	DATES	MO S	REPORTING		SENIOR PG	TITLE	TRAITS					AVERAGES		PROMOTION REC					RPT TYPE
					NAME				1	2	3	4	5	IND SUM	R/S CUM	SP	PR	P	MP	EP	
04	HS-1	SRSS OF FICER	123195 051596	5	OBRIEN D R	06	CO	0	0	0	4	3	4.43 4.53	10 4.58	0	0	X 3	2 2	2	RG	
04	HS-1	SRSS OF FICER	051696 103196	6	ADRICK M K	05	CO	0	0	0	4	3	4.43 4.46	10 4.54	0	0	2	X 2	1	RG	
04	HS-1	SRSS OF FICER	110196 041497	5	ADRICK M K	05	CO	0	0	0	4	3	4.43 4.43	4 4.46	0	0	0	0	X 1	RG	
04	HS-5	SAFETY OFFICER	041497 071497	3	MOSTERT J R	05	CO	0	0	0	4	3	4.43 4.62	7 4.60	0	0	X 3	1 2	2	RG	
04	HS-5	SAFETY OFFICER	071597 103197	4	PENDLEY J V	05	CO	0	0	2	5	0	3.71 4.00	5 4.00	0	0	X 3	1 1	1	RG	
04	HS-5	MAINT O FFICER	103197 101598	12	PENDLEY J V	05	CO	0	0	1	3	3	4.29 4.14	11 4.13	0	0	2	X 1	1	RG	
04	HS-5	MAINT O FFICER	101698 103199	13	FLIGHT F P	05	CO	0	0	1	1	5	4.57 4.24	6 4.24	0	0	3	1	X 2	RG	
04	CNPC MILLI MONTGOMERY	PLACEME NT OFF	110199 072200	0	ROSS N J	06	DIV DIR	0	0	0	1	5	4.83 4.83	47 4.60	0	0	0	0	X 1	RG	



# ***COMMANDER “Trends”***

- **Competitive Sea Tour - Break out**
- **Postgraduate Education - 6401P**
- **Demonstrated Leadership at all Levels**
- **Sustained Superior Performance In Tough Jobs**

**“BEST FULLY QUALIFIED”**

# ***CAPTAIN “Trends”***

- **Outstanding** Sea Tours (04 / 05)
- **Major Staff Tour (04 / 05)**
- **Command Screened**
- **Command or Command Equivalent Tour at C**

## **The Bottom Line ...**

- **Sustained superior performance in tough jobs**
- **Demonstrated leadership at all levels**

# ***Selection Board Lessons***

## ***Learned***

- No single tour either guarantees or precludes selection. Pattern of **demonstrated leadership/excellence** in demanding assignments is key to selection
- **O4 Sea Duty and P-codes - necessary but not sufficient!**
- Excel while at sea; success in O4 Sea Tour is essential. Boards want to see operational quals. The flavor of the sea tour (i.e. CCG/CCDG, CVN, LHA/LHD) isn't a factor; it's how you perform in the tour
- Try to take "hard jobs" ashore: DC, CNMOC, Operational Staffs, XO, Hard OIC
- Break out where you can: EP, in the narrative (rank against other designators), above Reporting Seniors Cum Avg!
- Show continuous improvement P.....MP.....EP
- Ranked 1 of 1 MP when EP is available is considered a hit unless next FITREP shows EP
- Don't give up above zone - take hard jobs and excel!
- Watch out for long NOB periods...should have write-ups

# ***PCS and TEMDUINS Funding***



**PCS Funds ~ \$1.6M**

**TEMDUINS ~ \$86K**

We move approximately 190 officers  
per FY

- 130 cost
- 30 no cost
- 30 retirement/resignation

Re-organization will drive  
additional moves

# ***NPC Customer Service Center***

- ★ **WWW.STAYNAVY.NAVY.MIL**
- ★ **TOLL-FREE 1-866-U-ASK-NPC**
- ★ **INFORMATION ON:**
  - **PAY AND BENEFITS**
  - **SRB**
  - **CSB/REDUX AND HIGH-3 RETIREMENT**
  - **SERVICE RECORD INFORMATION**
  - **PCS MOVES INFORMATION**
  - **REENLISTMENT**
  - **CONTINUATION**
  - **PROMOTION**
  - **ADVANCEMENT**
  - **FITREP/EVALS**
  - **RATING CONVERSION REQUESTS**

# ***New Homepage!***

**Come visit us at:**

**<https://www.npc.navy.mil/Officer/Pers44/METOC/>**

✦ **Use BOL Login to see secure information.**

✦ **Your web page - please provide feedback!**

Address  <http://www.npc.navy.mil/Officer/Pers44/METOC/>



**NAVY PERSONNEL COMMAND**  
Bureau of  
Naval Personnel



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## Oceanography Home Page

### Oceanography (PERS 449)

Welcome to the Oceanography (OCEANO) Assignment, Placement and Officer Community Management Branch (PERS-449/N1310) of the Navy Personnel Command.

This page was created to acquaint you with our services, provide information about the OCEANO community, and offer career guidance for a successful career as a Naval Oceanographer(1800/6460 designators).

Please use the navigation bar on the left to assist you.

In order to see secure information, you must log in using your BOL username and password.

Detailer contact info can be found [here](#).

**Lateral Transfer to Oceanography is available in June 2005.....check out the [selection board page](#) for details.**



**Contact Info**

[Detailers Phonebook](#)

[METOC Contacts](#)

**Oceanography Links**

[Commander, Naval Meteorology and Oceanography Command](#)

[Naval Oceanographic Office](#)

- + Admiral's Corner
- + Pers-41 Surface Warfare
- + Pers-42 Submarine Nuclear
- + Pers-43 Aviation
- **Pers-44 RL/ Staff Corps**
  - + AEDO
  - + AMDO
  - + Chaplain Corps
  - + Civil Engineer Corps
  - + Engineering Duty
  - + Human Resources
  - + Information Professional
  - + Information Warfare
  - + Intelligence
  - + JAG Corps
  - + Medical Assignments
  - **METOC**
    - Career Guidance
    - Community Overview
    - Detailers
    - FAQs
    - Hydro & FST Info
    - + Link - Perspective
    - Naval Oceanography Operations
    - Your Record...





Questions?

